TRAINING NOTES

From the Office of the Executive Director

UNSUNG HEROES

We all know who the public safety officers are. They are the badge carriers. They are the police and sheriff's deputies. They are the correctional officers and the parole and probation agents. They are the "thin blue line." For good or ill, they are often depicted in the news media. They are the focal points and stars in countless television programs and movies. But they are not alone.

Within every institution, inside each police station and sheriff's office, is a cadre of dedicated men and women who do not carry a badge for a living. They are the civilian work force who make enforcement and supervision activities possible. Some of these support roles are closer to the action than others. Emergency telecommunicators and correctional case workers work shoulder-to-shoulder in direct contact with their officer-partners. But there are many others. Administrative assistants and fiscal clerks, maintenance workers and janitors, electronics technicians, computer programmers and auto mechanics, receptionists, and therapists are all part of the group that works behind the scenes. They are unseen but absolutely critical to the success of the operation. (Picture the television ad featuring the support communications network behind the cell phone.)

It is altogether fitting that these civilian workers receive the appreciation they deserve. It is also important that they, individually and collectively, understand how vital they are to the public safety mission. While they may not carry weapons, or have the power of arrest, or be responsible for custodial supervision of felons, they are part of the team that keeps Maryland's communities safe.

The Police and Correctional Training Commissions have recognized that some of these support roles, like institutional staff, work so closely with public safety officers that they must be certified. These positions are subject to the same or similar eligibility criteria and training requirements as their badge-carrying counterparts. Where the Commissions' standards do not apply, it remains the duty and responsibility of the chief, sheriff, or institutional warden to ensure these support positions are filled with suitable people. Critical background investigations are appropriate for any employee in public safety. There should also be formal training programs for support personnel. These classes should not be limited to the fundamentals of the tasks each employee is expected to fulfill, but also include an orientation to public safety and the role each agency, department, office, or institution has in that mission.

On average, there is at least one civilian support person for every ten public safety officers. Achievement of the public safety mission depends on these employees. But even unsung heroes should be screened and undergo training to truly be part of the team.

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AGENCY STAFF

Office of the Executive Director
Executive Director - Patrick L. Bradley
Admin. Asst. - Maria Koenig
Asst. Attorney General - Holly L. Knepper
Admin. Asst. - Stacey Felder

Executive Development Institute
Administrator - Theresa M. Satterfield

Community Crime Prevention Institute
410-875-3425   800-303-8802
Administrator - Patricia Sill
Admin. Asst. - Joyce Gary

Drug Abuse Resistance Education (D.A.R.E.)
State D.A.R.E. Coordinator - Claude Nelson

Administrative and Support Services
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Certification Specialist - Ann Kochanski
Instructional Support
  Administrator - Jennifer Beskid
Correctional Training
  Administrator - Vacant

Skills Unit
Administrator - Albert Liebno, Jr.
410-875-3507

Driver Training
Administrator - Dan Dazzo
410-549-5732 Fax 410-549-5710
7310 Slacks Road
Sykesville, MD 21784-5983

Firearms Training
Range Master - Shannon Bohrer
Admin. Asst. - Deborah Kowalski
410-552-6300 Fax 410-552-4615
7320 Slacks Road
Sykesville, MD 21784-5983

Physical Training Center
Program Coordinator - Rick Harding
410-875-3626

Police Entrance Level Training Program
Program Supervisor - Eric Waldt
410-875-3450

Advanced and Specialized Training
Administrator - Adam Starr
Admin. Asst. - Peggy Jennings
410-295-1287 Fax 410-990-1523
1623 Forest Drive, Suite 203
Annapolis, MD 21403-1020

Vehicle Stop Data Analysis Unit
Administrator - James Durner
410-552-6927 Fax 410-549-5710
7310 Slacks Road
Sykesville, MD 21784-5983

EXECUTIVE DEVELOPMENT INSTITUTE UPDATE

by: Theresa Satterfield, Administrator

LEADERSHIP CHALLENGE XVII
December's session on the *Elderly, Core Competency of Ethics*, was held in Waldorf, Maryland and the speakers provided the participants with thought-provoking information about issues concerning the elderly. January's session is on the *Media* and the *Core Competency* is the *External Environment*. February's session will address *MD Government* and the *Core Competency of Self- Awareness*.

EXECUTIVE SEMINARS
Several new and repeat one-day leadership/managerial courses have been added. These programs are receiving high marks. The Executive Development Institute's program schedule is in <u>Training Notes</u>. The schedule is updated as necessary. There is a nominal fee and space is limited. Notices will be mailed to the Executive Officer of each agency and to the Academy Directors approximately 6-8 weeks in advance of the program. **These programs are open to all staff, uniformed and non-uniformed alike, who want to be better leaders and managers**. The 2007/2008 Calendar of Executive Seminars is now available and several new topic areas have been added. Check <u>www.mdle.net</u> for more details.

MID MANAGEMENT PROGRAMS - CORRECTIONS
Programs for the 2008 calendar year are being planned. More information will be forthcoming.

WORKLOAD ANALYSIS AND RESOURCE ALLOCATION
Check the schedule for future offerings.

LEADERSHIP SCHOOL
Multiple classes are scheduled. See the Institute's Program listings for specific dates.

WOMEN LEADERS IN PUBLIC SAFETY SERIES
Additional topics have been added. See the Institute's Program listings.

LAW ENFORCEMENT EXECUTIVE OFFICERS PROGRAM
The newly revised *Law Enforcement Executive Officer Program*, formerly known as the New Chiefs Program, was held in Ocean City, MD October 29-November 1, 2007. Sixteen participants from sheriffs' departments and municipalities around the State participated in the program. The program was well-received and plans are in the works for additional programs in the future.

CORRECTIONS FOR THE 21ST CENTURY

The program held on Dec 5-6, 2007 received great reviews and participants were enthusiastic about the content. The next session is scheduled for Feb. 27-28, 2008 and there are additional sessions scheduled for April 16-17, 2008 and tentatively for June 11-12, 2008. Locations will be determined. Plan ahead.

LAW ENFORCEMENT OFFICERS BILL OF RIGHTS (LEOBR)
The program was held Nov. 29 & 30, 2007 in Sykesville. The Chiefs' Legal Advisors did their usual outstanding job.

NORTHWESTERN SCHOOL OF POLICE STAFF AND COMMAND
The program will be held Feb. 18 – May 2, 2008. A grant through the Maryland Highway Safety Office will provide Maryland law enforcement participants with overnight accommodations and meals for the 50-day program. Registration information has been mailed out.

Second Annual MARGIN Conference March 9–11, 2008 Annapolis, Maryland

Hosted by the Middle Atlantic-Great Lakes Organized Crime Law Enforcement ® (MAGLOCLEN), Mid-Atlantic Regional Gang Investigators Network (MARGIN), and the United States Attorney's Office (Maryland)

TOPICAL DISCUSSIONS
· Gangs 101
· Gangs and Arson Investigations
· RISS Gang
· Cryptology and Codes
· Gang Trends in Maryland, Virginia, and Washington, DC
· Gang Prosecution in Maryland, Virginia, and Washington, DC
· Human Trafficking and Prostitution

Pre-registration is required. The registration deadline is March 3, 2008. To obtain a full announcement and registration form, please visit the Maryland Law Enforcement Officers' website at <u>www.mdle.net</u>.

MARYLAND COMMUNITY CRIME PREVENTION INSTITUTE
MCCPI UPDATE:

by Patricia L. Sill, Administrator

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MCCPI CRIME PREVENTION SPECIALISTS HONORED

Leo French and Bruce Lohr, Crime Prevention Specialists with the Maryland Community Crime Prevention Institute, were recently honored by the International Association of Health Care Security and Safety. They each received a Civilian Appreciation Award for their work in providing crime prevention training, on several occasions, to health care and security workers. The award reads: "This award is presented for recognition of an individual displaying valuable, cooperative or courageous assistance to a member institution, agency, or a Security/Safety Department of the Association." Congratulations, Leo and Bruce!

RESIDENTIAL AND COMMERCIAL CRIME PREVENTION TRAINING

MCCPI offers one five-day *Commercial* and three four-day *Residential Training Programs* per year. These are held at locations throughout Maryland in order to allow maximum participation by law enforcement agencies.

Residential Trainings are being planned for March, April, and September-October 2008. A *Commercial Training* is being planned for June 2008. Once all of the dates and locations have been finalized, notices will be sent to all law enforcement agencies statewide. Both the *Commercial* and *Residential Training Programs* are approved for in-service credit through the Police Training Commission.

Throughout the year, MCCPI will also offer ***Specialized Residential Crime Prevention Training***, upon request, to departments with fifteen or more students. This is usually a two-day training program and must be requested on an individual basis by contacting the MCCPI Office.

During 2007, training was provided in Residential and Commercial Crime Prevention to 77 students from 30 agencies. Those attending represented all regions of Maryland and included municipal, county, and State agencies; sheriffs' offices; and the Aberdeen Proving Ground.

For more information on MCCPI's upcoming programs, call Leo French or Bruce Lohr at 410-875-3427 or 410-875-3422.

"CRIME PREVENTION: CURRENT TRENDS III" TRAINING

In partnership with the Cumberland Police Department, MCCPI will be offering a modified version of the *Current Trends* training, scheduled for June 19-20, 2008. The proposed program, entitled "Current Trends III – Western Region," will cover the following topics: Structure of Street Gangs; Youth Crime Prevention; Sexual Offense Update; Rape Prevention and Awareness; Drugs in Schools, Drug Trends, and Methamphetamine; and Social Networking (Internet Crime). Also, in partnership with the Queen Anne's County Sheriff's Office, a modified *Current Trends* training is scheduled for September 25-26, 2008. This program, entitled "Current Trends III – Eastern Region" will be held in Queen Anne's County. Notices about these training programs will be mailed to all law enforcement agencies statewide.

During 2007, the Current Trends training was provided to 110 students from 44 law enforcement agencies and schools throughout Maryland. For further information, contact Bruce Lohr at 410-875-3422.

MCCPI COMMUNITY PRESENTATIONS

MCCPI provides presentations and assistance, upon request, to community groups, businesses, youth groups, schools, and other groups or organizations that have crime prevention needs. Please contact MCCPI at 410-875-3425 to schedule or discuss a presentation.

GOVERNOR'S CRIME PREVENTION AWARDS

For the past 28 years, the State of Maryland has honored law enforcement agencies, officers, citizens, and programs for their contributions to the furtherance of crime prevention programming in Maryland. MCCPI would like to take the opportunity to highlight some of these efforts here in Training Notes. In this issue we are featuring ***Comcast of Delmarva***, a program nominated by the Ocean City Police Department.

During the fall of 2006, the Ocean City Police Department approached Comcast of Delmarva with the idea of producing an informational video to be shown to high school seniors who planned to mark their graduation by visiting Ocean City during what is commonly referred to as "Senior Week." The Ocean City Police Department wanted the video to highlight many of the common problems they contend with during this period. Comcast of Delmarva agreed to produce the video which would address such issues as underage drinking, pedestrian safety, disorderly conduct, sexual assault awareness, and other issues that negatively impact young visitors to Ocean City.

In addition to producing the video free of charge, Comcast of Delmarva assisted in distributing over 500 copies of the DVD to more than 100 schools in the Mid-Atlantic region at no cost. Comcast of Delmarva also added the program to their "On Demand" menu. This allowed any

NOTES FROM
THE CERTIFICATION UNIT

by Christine Melville, Administrator

The following is intended as a quick recap of activities in the Certification Unit during calendar year 2007.

A review of our records on December 13, 2007 showed that the MPCTC Certification Unit maintains certification and training records for 16,260 active law enforcement officers and 13,221 active mandated correctional employees. The Certification Unit processed more than 6400 *Application for Certification* and *Notice of Personnel Action* forms in order to issue initial certification and recertification, and update existing employment records. In addition, the annual training and firearms qualification records submitted by law enforcement and correctional agencies were processed during the certification renewal period.

During the spring of 2007, in accordance with COMAR 12.10.01.06 and with the approval of the Correctional Training Commission, we initiated the annual certification renewal process for all eligible mandated correctional employees. Until 2007, certification renewal for correctional employees was established on a three-year cycle. Over 11,000 certification renewals were issued to mandated correctional employees prior to June 30, 2007.

Forty-seven hundred law enforcement officers were issued certification renewals during the spring of 2007, in accordance with COMAR 12.04.01.06.

The Certification Unit completed records audits of entrance level police and correctional training programs at seventeen academies around the State. With only a few exceptions, the records reviewed for the audits were found to be in compliance with entrance level requirements. Where the few exceptions were noted, the academies were quick to review and retest specific training objectives to establish compliance.

Audits of employment and annual training records related to the selection and training standards of both Commissions were conducted at ten law enforcement and correctional agencies. Again, with only a few exceptions, records indicated compliance with the standards. Agencies acted immediately to correct areas of non-compliance.

Beginning in December 2007, the Certification Unit assumed the responsibility for the certification of instructors to include all types and levels of general, firearms, defensive tactics, and EVOC instructors. Currently, we maintain records for over 6100 individuals with instructor status. This is a new function in the Certification Unit, but one that seems to be a natural fit with our other certification responsibilities.

Agencies may direct instructor certification applications to the Certification Unit. Please be assured that the processing of instructor certification applications remains as is. The shift of responsibility is an internal reassignment only and does not require agencies to do anything differently.

Reporting Annual Training

By the time you receive this issue of Training Notes, you will have already submitted your agency's annual training and firearms qualification records. The Certification Unit will begin issuing certification renewals in February 2008 for law enforcement officers and mandated correctional employees whose certifications are scheduled to expire June 30, 2008. Agency heads can expect to receive new certification cards along with rosters and, if applicable, training non-compliance reports.

As always, we work with agencies to ensure compliance and continued certification of mandated employees.

> ### *NEW AGENCY*
> Effective November 30, 2007, the former Baltimore Watershed Police has been reactivated and renamed CITY OF BALTIMORE WATERSHED RANGERS. The Rangers in this police unit are appointed according to Public Safety Article 3-301 requiring a Special Police Commission and police officer certification by the Police Training Commission - Public Safety Article 3-201(e). Mr. Luke S. Brackett is Administrator.

MCCPI UPDATE:

parent or student in Maryland, Virginia, Washington, DC, Pennsylvania, or New Jersey to watch the program.

While it might not be uncommon for large corporations to make cash donations to projects they deem worthy, it is truly outstanding when that corporation not only provides funding but also the tangible support to see the project through to completion. The DVD received an overwhelmingly positive response from the schools, the students, and the news media. Fortunately, the summer of 2007 was far less eventful than those in the past, and calls for services regarding students were down from the last year. Most importantly, no one under the age of 21 lost their life or sustained a serious injury during the busy June season. It can be said that Comcast of Delmarva played a significant role in this achievement. MCCPI commends all those involved in this effort.

The Institute hopes to feature other awards recipients in future editions of Training Notes. If you are interested in learning more about their accomplishments, call the MCCPI Office at 410-875-3425.

LEGAL NOTES

by Holly L. Knepper, Assistant Attorney General
Maryland Police and Correctional Training Commissions

Unauthorized use. In 2002, the General Assembly reworded and recodified the criminal code from Article 27 and reissued it in the Criminal Law Article (CL). The crime formerly known as "unauthorized use" is recodified as CL §7-203 and called "unauthorized removal of property," and now includes a provision that "a person may not enter or be on the premises of another" and remove property. Robert Allen was convicted of violating CL §7-203 for possession of a car stolen a month earlier from a dealership in Virginia. The evidence against him was the dealership's identification of the car as stolen, testimony of a police officer who ran the car's tags and determined it was stolen and pulled it over with Allen driving, Allen's conflicting statements to the officer that the car belonged to his brother, and his testimony at trial that it belonged to a friend. On appeal, Allen argued there was insufficient proof of the (new) element of unauthorized use - that he actually entered the dealership and took the car. The Court of Special Appeals held that the recodification added a new element to §7-203 which required the State to prove *both* presence on the premises of another *and* taking and carrying away property. The CSA held that there was sufficient evidence against Allen, as the jury could infer from his exclusive possession of the stolen car that he was involved in removing it from the dealership.

The Court of Appeals affirmed Allen's conviction, but ruled that CL §7-203 did *not* create a new element - being on the premises - as proof of unauthorized use. The General Assembly did not clearly express an intention to make a substantive change when it recodified §7-203, and the CA refused to infer that intention. The evidence was sufficient to prove unauthorized use. *Allen v. State*, 402 Md. 59 (2007).

Search & seizure. A sheriff's deputy heard a BOLO call for a suspect with an outstanding warrant for a murder that occurred sometime that week in the Winding Brook area of Elkton. The call advised that the suspect could be armed and dangerous and was believed to be in the Elkton area, and that he was an African-American male with cornrows, about 6' tall, 180 pounds. The deputy saw Julian Madison-Sheppard standing on a porch in the Hollingsworth Manor area of Elkton and called for backup because he believed Madison-Sheppard was the subject of the BOLO call. When a second officer arrived, the officers approached Madison-Sheppard and asked for ID. He became very nervous, produced no ID, and could not stand; the officers cuffed him "for safety reasons" and patted him down for weapons. During the pat-down, a deputy detected hard, jagged objects in Madison-Sheppard's right front pocket, which he squeezed, grasped and grabbed before concluding they were crack cocaine. The deputy retrieved them; testing confirmed that they were 13 rocks of crack. Madison-Sheppard moved to suppress the crack. Without saying why, the court noted that his appearance and his presence in Hollingsworth Manor were unusual. Together with his nervousness, this created reasonable articulable suspicion (RAS) and supported the frisk.

Terry requires police to have RAS that a crime is about to be or is being committed by the person stopped before conducting a pat-down. Factors that courts consider in deciding whether RAS exists include: particularity of suspect's description; size of area where suspect may be found indicated by elapsed time since crime; number of persons in that area; probable direction of suspect's flight; observed activity by suspect; and knowledge/suspicion of suspect's other similar criminal activity. The CSA ruled that the deputy did not have RAS that Madison-Sheppard was involved in criminal activity before searching him. There was no evidence to explain why the presence of a black male in the Hollingsworth section of Elkton was unusual or why the cornrow hairstyle was unique. The BOLO's description of the suspect could have included a large segment of the African-American male population. The subject of the BOLO was wanted for a murder that occurred in Winding Brook, an area far from Hollingsworth. The murder had occurred sometime during the week, so the suspect could have been anywhere. When the deputy saw Madison-Sheppard sitting on the front steps of a house in Elkton, there was no evidence to suggest that a black male in this area was unusual. Finally, the CSA cautioned against placing too much importance on an individual's nervousness to support RAS. Therefore, cuffing and frisking Sheppard was illegal, and even if the *Terry* frisk were valid, the deputy exceeded its permissible scope by manipulating and squeezing objects in Sheppard's pocket. Reversed. *Madison-Sheppard v. State*, 177 Md.App. 165 (2007).

Tinted car window. A deputy was advised to watch for a black Mercury Grand Marquis with a specific license number because the vehicle was possibly carrying CDS, and to stop the car if he observed a traffic violation. Around 12:30 a.m., the deputy noticed the Marquis and followed as it exited I-95 and stopped at a red light. In the deputy's opinion, the car's rear window was darker than "normal," thus violating §22-406 of the Maryland Transportation Article (which requires that tinting transmit at least 35% of light through window) and warranted stopping the car to issue a repair order. The deputy advised the driver, Arvel Williams, that he would get a repair order for the tint violation. While he ran Williams' documents and prepared the repair order, a K9 officer arrived. The K9 alerted for CDS, and the officers found drugs in Williams' car for which he was charged. The MD State Police Safety Enforcement Division later found that the car windows did, in fact, transmit 35% light. Noting that an officer had better "be right on" when stopping

cars based on window tinting, the trial court granted Williams' motion to suppress the drugs.

The Court of Appeals affirmed. This was a *Whren* stop - pretextual stop of a car for a suspected traffic violation. Because case law may have created confusion about whether a traffic stop requires full-blown probable cause or RAS, the Court clarified that police must have at least RAS to justify a traffic stop - which the deputy did not have here. Objective measurement of window tinting is not really feasible prior to stopping a car. What troubled the Court was the deputy's belief that the rear window was darker than "normal;" stopping cars for tint violations on that vague basis would violate the 4th Amendment. If police choose to stop a car for a tint violation based solely on the officer's visual observation of the window, that observation has to be in the context of what a properly tinted window (35%) would look like. "If the officer can credibly articulate that difference, a court could find RAS, but not otherwise." (Note: Apparently, the State did not argue that the BOLO provided separate RAS to justify the stop). *State v. Williams*, 401 Md. 676 (2007).

No-knock warrant. On December 19, 2002, police obtained search warrants containing "no-knock" provisions for three houses suspected to contain drugs and guns and executed the warrants without knocking or announcing their presence. Terrance Parker, who was not named in the warrants, was found in one of the houses. Parker was detained while police searched that house and found almost $4,000 cash, drugs, a loaded .357, and ammunition. A search of Parker's person produced more drugs and cash, and he was charged with possession with intent to distribute and felon in possession of a firearm. The circuit court denied Parker's motion to suppress, ruling that there was sufficient probable cause in the warrant, and that although the no-knock entry was a problem, the officers acted in good faith reliance on the warrant so the evidence was not excluded. Parker was convicted.

The case reached the Court of Appeals, which reversed and remanded. In December 2002, judicial officers in Maryland were not authorized to issue no-knock warrants (Note: Effective October 1, 2005, Criminal Procedure Art. §1-203(a) was amended to authorize issuance of no-knock warrants; the amendment was not retroactive). Whether a no-knock entry was proper should be assessed based on the facts known to the officers at the time of the entry, not at the time of the warrant application; if the no-knock entry was found to be improper, the evidence seized is inadmissible. This rule is based on Maryland common law, not the U.S. Constitution, so the 4th Amendment's good faith exception to the federal exclusionary rule would not operate to save illegally obtained evidence. Because the suppression court did not review the facts known to the officers at the time of their no-knock entry, the Court remanded for a new suppression hearing. *Parker v. State*, __Md.__ (2007) (2007 WL 4259612).*

***Miranda* - hospitalized suspect.** Eric Jamison arrived at the hospital with a gunshot wound and told police at the hospital entrance "I've been shot, man, I've been shot." Police questioned Jamison while emergency room medical staff began to treat him. Jamison initially stated he was shot while trying to buy drugs, and then stated that he was using drugs when he was shot and robbed. The officer questioning Jamison examined his wound and noted that the apparent downward bullet trajectory was inconsistent with both versions of how he was shot. Jamison ultimately admitted that he shot himself. Along with gunshot residue from his hands taken while he was being treated, Jamison's admission formed the basis of a federal charge of felon in possession of a firearm. The trial court ruled that Jamison was in custody during police questioning and suppressed his statements because the police had not *Mirandized* him.

The Fourth Circuit Court of Appeals held that Jamison was not primarily restrained by the police, but by his self-inflicted gunshot wound, the medical exigency it created, and the investigation that he initiated by telling police he'd been shot. The Court pointed out that "many of the indignities Jamison suffered at the hands of the police during his hospital stay were the direct result of his seeking medical treatment and initiating a police investigation." Having invoked the protective and investigatory powers of the police, a reasonable person in Jamison's position should not be surprised when police interview them about the shooting - even while receiving urgent medical care - because Jamison's very injuries and explanations constituted key evidence of a violent crime. The police questioned Jamison and restricted his freedom only to the degree necessary to investigate the crime, so their actions did not transform his hospital interview into a custodial interrogation requiring *Miranda* warnings. *U.S. v. Jamison*, __F.3d__ (4th Cir. 2007) (2007 WL 4234870).*

U.S. Supreme Court

After arguments in January 2008, the Court will decide:
• whether the District of Columbia may prohibit private citizens from possessing handguns, or whether that prohibition violates the 2nd Amendment to the U.S. Constitution, *District of Columbia v. Heller*, 128 S.Ct. 645 (2007);
• the constitutionality of execution by lethal injection, *Baze v. Rees,* __S.Ct.__ (2007); and
• the constitutionality of searching a suspect who was detained for operating a motor vehicle on a suspended license, for which the suspect could only be issued a summons. *Virginia v. Moore*, 128 S.Ct. 28 (2007).

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4 QUESTIONS
FOR RETURN ON INVESTMENT:
CHOOSING THE RIGHT TRAINING*

by Scott Brown, School Director, General Instructor Training, North Carolina Justice Academy, Salemburg, North Carolina.

Question 4. What is the True Cost?

Tuition costs are just the tip of the iceberg for training costs. Lost time, travel expenses, books, and equipment all add to the overall expense of training.

Lost time includes more than the employee's salary for the time off the job. The true time costs also include the cost of the employee's benefit package; replacement cost (the cost of paying someone else to cover the employee's duties while in training); organizational overhead cost; and the cost of maintaining the empty office or vehicle during the training absence. These factors should be figured in the time away from work related to the training in arriving at the actual cost.

Travel expenses include transportation considerations such as airline tickets, rental cars, mileage, or the use of the agency's vehicle, as well as lodging, meals, parking, and tips.

Some training programs may require particular textbooks or specific equipment brands that include in the equation. Find out early on from the training providers exactly what is included in the price of the training, and what will be an extra expense.

Table 1 illustrates the total costs for sending an officer making $35,000 per year to one day of training with tuition of just $299.

The Bottom Line

Once the real costs of training have been determined, decide if the expected benefit is worth the cost. In some cases, that benefit can be quantified monetarily, however, law enforcement training is often measured in terms of lives saved or cases cleared, benefits that are not easily quantified. When that is the case, chiefs must simply ask the tough question, "Is the possible benefit worth the total cost?"

Protecting the agency's training resources is not only a wise move; it is a chief's responsibility. Training decisions should not be taken lightly. Quality training can be the salvation of a well-run police department. The officers and the community depend on the chief to find the best training that the department's budget can provide. Thinking about these four questions when making decisions about training opportunities will help to ensure that employees are well trained without wasting those valuable resources.

Table 1. Calculate cost for one day of training

Officer's Yearly Salary:	$35,000.00
days worked/year:	240
per day salary	$145.83
Calculate benefit package of employees at .33 percent of daily salary	$48.13
Calculate replacement cost for another employee to cover duties at 1.5 times daily salary to cover overtime cost	$218.75
Calculate organizational overhead at 1.25 percent of employee's daily salary	$182.29
Daily time costs per employee	$595.00
Number of days for training	1.0
Total time costs per employee	595.00
Calculate travel expenses for each employee (if applicable)	$200.00
Tuition cost per employee	$299.00
Total Attendance Cost Per Employee	$1,094.00

** This is Part Four of four parts.*

TRAINING, RESEARCH & DEVELOPMENT UNIT

RESEARCHING TRAINING TOPICS

by Jennifer Beskid, Administrator

One of the most frequent complaints I have heard as both a training participant and a trainer is the one that goes like this – "…is a good trainer but he/she has not updated his/her material in years." What amazes me is our willingness to accept this as the status quo, whether as a training participant, a training coordinator, or a director.

Overall, the training programs that I have attended were of very high quality. In actuality, the continued use of outdated training materials or programs is limited to a small percentage of instructors. However, we tend to remember and hold on to the negative perceptions for much longer than the positive.

I would like to use this article as an opportunity to help make training a better experience for you, the participant. When attending a training of your choice, find out who the trainer will be and something about his/her credentials, look at the course description, and consider what you hope to gain from the training. I have offered trainings on such topics as emerging drug trends, gangs, and homeland security that have filled up quickly and resulted in multiple inquiries from people looking for the newest and best information available. As a coordinator, this has challenged me to bring the most current and informed instructors available to the training. In coordinating these efforts, I have found that many trainers want to know what the audience knows.

Once you decide what you want from the training, you bring a set of expectations to that training. First and foremost, as a participant, you are there to learn. Furthermore, training should not just be unidirectional. Use it as an opportunity to ask direct and relevant questions during the session. Also, take advantage of this training to learn more about available resources from the instructor and use these materials as a means to expand your knowledge. The trainer may not be able to respond to all of your queries immediately but in this age of e-mail, cell phones, the Internet, etc., you can and should expect follow-up.

As the agency that approves in-service training for credit hours, we are always interested in feedback about the courses being offered. If you have compliments or concerns about a program or a course, you are welcome to e-mail me at jabeskid@dpscs.state.md.us or call me at 410-875-3525. I frequently receive phone calls and e-mail requests for good training—getting feedback about good training will help us promote the training throughout the state.

In closing, I would like to share two resources with you. Recently, the Center for Substance Abuse Research (CESAR) at the University of Maryland, College Park has made the *Maryland Community Services Locator* (MDCSL) available online at http://www.mdcsl.org. The goal of this locator is to connect people to community services through the use of a centralized resource website. As public service professionals, we frequently come into contact with people in need. Accessing the locator allows users to search for services and programs by geographic location, to get contact information, to map services by location, and much more. Currently, the locator is able to provide information about substance abuse treatment programs, Alcoholics Anonymous and Narcotics Anonymous referral services, Buprenorphine-certified physicians, housing services, parole/probation offices, and public schools. In 2008, victim services, hospitals, and mental health resources will be added to the locator site. The goal is to expand the listing of resources over time and keep the locator as current as possible. CESAR would like to maintain an open dialogue with individuals who use the site to ensure its appropriateness for providers as well as the accuracy of its listings. If you are a public service professional with interest in this new site, please feel free to review it and offer your feedback to CESAR via email at mdcsl@cesar.umd.edu.

The second program I would like to highlight is *Less-Lethal Weapons: Policies, Practices and Technologies Certificate* offered by the Pennsylvania State University, Center for Community and Public Safety. The main benefit of this program is that it allows potential students to review information about a course and the instructors by accessing the link www.fayette.psu.edu/CE/23258.htm. There they can review the description, the resources to be used, and the instructor's experience for any course offered to evaluate its relevance for their particular needs. Please note that this curriculum is targeted at law enforcement officers across the United States. In addition, the Center will negotiate favorable group rates for departments interested in making this training available to their officers.

While the number of in-service training hours is mandated, there is no law that says training should be out-of-date. Using the tips in this article as a guide, training participants can determine the usefulness of training before they attend and take full advantage of the trainings that they do attend. In the meantime, we, the trainers, are obligated to present factual and current material to our students and serve as a valuable resource to these public safety professionals.

EXECUTIVE DEVELOPMENT INSTITUTE PROGRAMS

LEADERSHIP SCHOOL (3 Days) - $210.00

March	04-06, 2008	Sykesville
April	08-10, 2008	Sykesville
June	10-12, 2008	Sykesville
August	12-14, 2008	Sykesville
October	07-09, 2008	Sykesville
November	04-06, 2008	Sykesville

ANALYSIS & EVALUATION-SKILLS FOR THE PROF. POLICE MANAGER (2 DAYS) - $140.00
TBA

PATROL WORKLOAD ANALYSIS AND RESOURCE ALLOCATION (2 Days) - $275.00 (Calculators Needed)
Nov.18 -29, 2008   Sykesville

CRIME & MANAGEMENT ANALYSIS & EVALUATION FOR POLICE MANAGERS (2 Days) - $150.00
February 5-6, 2008   Sykesville

MANAGING THE MARGINAL EMPLOYEE (2 Days) - $140.00
May 13-14, 2008   Sykesville

FOR POLICE MANAGERS: SOLVING COMMUNITY CRIME PROBLEMS (2 Days) - $275.00 (Calculators Needed)
July 29-30, 2008   Sykesville

ADVANCED PROBLEM SOLVING AND NEGOTIATIONS (2 Days) - $150.00
Sept. 16-17, 2008   Sykesville

INTERVIEW & INTERROGATION (2 Days) - $100
TBA   Westminster

WOMEN LEADERS IN PUBLIC SAFETY SERIES (1 DAY) – Westminster
$50.00 (Mandated) $75.00 (Non-Mandated)
Problem Solving – A Leadership Imperative   April 04, 2008

EXECUTIVE SEMINARS (1 DAY) - $50.00 (Mandated) $75.00 (Non-Mandated)

Avoiding the Pitfalls of Supervision	Jan	24, 2008	Baltimore
Leading Meetings	Feb	01, 2008	Baltimore
Strategic Planning for Managers	Feb	08, 2008	Westminster
Conducting an Internal Investigation	Feb	15, 2008	Baltimore
Coaching and Counseling Employees	Feb	22, 2008	Baltimore
Strategic Planning	Feb	28, 2008	Baltimore
Multi-Cultural Sensitivity	Feb.	29, 2008	Baltimore
Win-Win Negotiations	Mar	07, 2008	Westminster
Supervisor's Role in Critical Incidents	Mar	14, 2008	Baltimore
Documentation and Discipline	Mar	27, 2008	Baltimore
Managing Conflict at Work	Mar	28, 2008	Westminster
Creative Problem Solving for Leaders	Apr	18, 2008	Westminster
Managing Change	Apr	25, 2008	Baltimore
Workplace Violence	May	02, 2008	Baltimore
Getting More Done Through Delegation	May	16, 2008	Westminster
Alcohol & Drugs in the Workplace	May	22, 2008	Baltimore
Assertiveness Training for Managers	June	06, 2008	Westminster
Role of Supervisor	June	12, 2008	Baltimore
Effective Communications	June	27, 2008	Baltimore

Please note: There is a charge for all of the above programs. Further information to include costs and locations will be provided in future issues. All payments must be made a week prior to class. For additional information, contact Ms. Terry Satterfield at 410-875-3574. On-line registration is now available on www.mdle.net.

MARYLAND TRAINING SCHEDULE

Training Notes is available online at http://www.dpscs.state.md.us/pct/train/

MPCTC FIREARMS TRAINING FACILITY

7320 Slacks Road, Sykesville, MD 21784-5893
410-552-6300 Facsimile 410-552-4615

Need a nomination form? Certification application? Program approval forms? Click on www.mdle.net, go to Training Programs, click "Forms," and it will take you to another screen where you can scroll down to form needed.

FIREARMS INSTRUCTOR SCHOOL
Fee: $265.00
Two-week basic course certifies student to meet minimum MPCTC standards. These schools fill quickly. Call 410-552-6300.
March 17-28, 2008
May 5-16, 2008
July 7-18, 2008
September 8-19, 2008
December 8-19, 2008

COLT ARMORER SCHOOL for M-16/AR-15 Rifles
Fee: $400.00
We are hosting this three-day school. This course covers design, theory, compatibility, disassembly, assembly, maintenance, and troubleshooting for the law enforcement armorer. Call 410-552-6300 for further details.
July 22-24, 2008

TASER X26 ADVANCED & M26 INSTRUCTOR SCHOOL
Fee: $30.00 Client Agencies; $35.00 Non-Client Agencies
This two-day course is open to sworn law enforcement and correctional officers. It is designed to certify/recertify personnel in the use of the Taser equipment. Students need to supply gun belt with Taser holster, Taser unit, and four Taser cartridges. Class size is limited to 25 students. Call 410-552-6300.
August 6-7, 2008
October 29-30, 2008

MOTOR SKILLS TO DECISION MAKING
Fee: $25.00
The objective of this one-day course is to provide the instructor with the necessary information and skills to train law enforcement personnel to deal with critical incidents through the use of motor skills and judgmental/decision training. The necessary components to deal with critical incidents include knowledge, motor skills, cognitive strategies, and attitudes. The class includes classroom presentation and live fire. Each participant is required to bring a duty belt, holster, service weapon, and fifty rounds of ammunition. Class size is limited to 20 students. Call 410-552-6300.
January 25, 2008

FIREARMS INSTRUCTOR REFRESHER COURSE
Fee: $28.00
This one-day course is designed to refresh certified firearms instructors in the methodology of presenting quality firearms training to both entrance level and in-service personnel. Topics will include: fundamentals of marksmanship, instructional methods, drill room procedures, and live fire exercises. Participants will be required to bring a gun belt, service weapon, and one hundred rounds of ammunition. Class size is limited to 20 students. Call 410-552-6300.
February 13, 2008

REMINGTON 870 SHOTGUN ARMORER SCHOOL
Fee: $400.00
We are hosting these schools. This factory school is a two-day course open to law enforcement and correctional officers that will cover design, theory, compatibility, disassembly, assembly, maintenance, and troubleshooting for the Remington 870 shotgun. Call 410-552-6300 for further details.
February 19-20, 2008
February 21-22, 2008

LOW LIGHT DECISION MAKING
Fee: $35.00
This is a one-day course designed to provide instructor development in low light decision making and shooting and to supply an outline for the development and implementation of a low light judgmental program. The course consists of classroom time and live fire exercises in a low light environment. It is suggested that participants first enroll and attend the **Motor Skill to Decision Making** class held in January. Students in Low Light Decision Making are required to bring a duty belt, holster, service weapon, flashlight, and thirty rounds of ammunition. The class size is limited to 20 students. Call 410-552-6300.
February 19, 2008

RIFLE SCHOOL
Fee: $150.00 Client Agencies; $180.00 Non-client agencies
This school is open to law enforcement and correctional officers. It is designed to instruct the student in the basic rifle. The course meets the minimum MPCTC standards. Students will be required to bring a M16/AR15 rifle equipped with iron sights and a military style web sling with a metal keeper for length adjustment, seven hundred rounds of .223 Remington rifle ammunition, and one hundred rounds of handgun duty ammunition. A duty belt with holster and a service weapon are also required. Call 410-552-6300 for any further details.
February 25-29, 2008
June 9-13, 2008
August 18-22, 2008 – Scoped
November 3-7, 2008

GLOCK ARMORER
Fee: $150.00 (includes lunch)
We are hosting this school. This course covers design, theory, compatibility, disassembly, assembly, maintenance, and troubleshooting for the Glock pistol. Call 410-552-6300 for details.
March 5, 2008
March 6, 2008
October 22, 2008
October 23, 2008

SIG SAUER ARMORER
Fee: $395.00
We are hosting this school. This is a hands-on program that teaches and guides the student through all armorer operations. Visit www.sigarmsacademy.com for further details.
March 11-12, 2008

INSTRUCTING THE PROBLEM SHOOTER
Fee: $26.00
This one-day course is open to current firearms instructors, and it is designed to reinforce instructional skills and techniques needed to assist the problem shooter. The course will be a combination of classroom and live fire exercises, using state-of-the-art equipment that can assist instructors with the problem shooter. Participants will be required to bring a gun belt, service weapon, and fifty rounds of ammunition. Class size is limited to 20 students. Call 410-552-6300.
March 13, 2008

SIMUNITION SCHOOL
Fee: $550.00
We are hosting this three-day school. Participants will train with Simunition equipment, and they will develop training objectives, lesson plans, and safety measures. Call 410-552-6300 for further details.
April 29-May 1, 2008

PRECISION SHOOTING
Fee: $110.00
This two-day course is open to current firearms instructors who must pass a Pre-Shoot on the NRA National Match Course – sixty rounds, 7 to 50 yards with a minimum score of 575 points. The course is designed to refresh certified firearms instructors in precision shooting by providing a combination of classroom and live fire exercises. Topics will include: fundamentals of marksmanship, positional shooting, and equipment selections. Participants will be required to bring a gun belt, weapon with open sights capable of keeping all shots inside a six-inch circle at fifty yards, and 750 rounds of ammunition. Class size is limited to ten students. Call 410-552-6300.
April 30-May 1, 2008
October 20-21, 2008

LESS LETHAL
Kinetic Energy Impact Projectile Course
Fee: $30.00
This two-day course is open to current firearms instructors. The course is designed to provide instruction on developing and implementing a kinetic energy impact projectile program, and it will detail equipment needs, legal considerations, and implementation/deployment considerations. Participants will be required to bring fifteen rounds of 12-gauge bean bag ammunition. Participants may also bring their agency's bean bag shotgun or elect to use FTF's shotguns. Call 410-552-6300.
May 28-29, 2008

RUGER ARMORER
Fee: FREE
We are hosting this school. The course covers design, theory, compatibility, disassembly, assembly, maintenance, and troubleshooting. Call 410-552-6300 for further details.
June 17-18, 2008

ENHANCED SHOTGUN
Fee: $80.00
This two-day course is open to current firearms instructors to allow them to sharpen their shotgun training. The course will be a combination of classroom instruction (detail on shotgun nomenclature, ammunition selection, weapon accessories, and slings) and live fire. Participants will be required to bring a gun belt, service weapon, and five rounds of slug, ten rounds of 00 buck and twenty-five rounds of #8 shot for the shotgun, and fifty rounds of handgun ammunition. Class size is limited to ten students. Call 410-552-6300.
July 2-3, 2008

WE WANT TO KNOW...

Have you developed helpful techniques for managing your training requirements?

Do you have any tips or tricks of the trade that make your duties easier?

Would you like to share your knowledge and experience with Training Notes readers all over the state?

Training Notes is inviting articles from our readers that demonstrate novel solutions to problems that are common to all training managers. Please take a few minutes to share your creativity and hard-earned wisdom with others in this new feature of our publication.

Send your article to Helen Mashbaum at HRMashbaum@dpscs.state.md.us.

AFFORDABLE LODGING AT THE PUBLIC SAFETY EDUCATION AND TRAINING CENTER

Dormitory style rooms are available Sunday-Thursday nights for personnel attending training at the Public Safety Education Training Center, including the Firearms and Driver Training Facilities. Both single and double occupancy rooms are available. Each room has a private bath and all are equipped with telephones, televisions, and radio alarm clocks. Wireless Internet access is available in all rooms. The cost is $20 per bed per night. On-site food service is available at a reasonable cost.

For additional information or to make a reservation, contact Joanne Cunningham at 410-875-3402 or at registrar@pctc.state.md.us.

APPROVED TRAINING - POLICE
TRAINING PROGRAMS APPROVED BY THE POLICE AND CORRECTIONAL TRAINING COMMISSIONS

"Approval Number" indicates that the program meets the criteria established by the Police Training Commission or the Correctional Training Commission for a mandated course of instruction or in-service training. An approved course number may be used by an agency other than the listed agency if the content and testing strategies are the same and the instruction is provided by a PCTC certified or approved instructor. The accuracy and correctness of the instructional content is the responsibility of the instructor and/or the sponsoring agency and not that of the Police and Correctional Training Commissions.

AGENCY	PROG. APPR#		TYPE	HOURS	APPROVED	EXPIRES
Allegany Co Sheriff	P12854	Eyewitness ED SOP	Inservice	2.00	11/30/2007	11/30/2010
Allegany Co Sheriff	P12820	Flying While Armed	Inservice	2.00	11/14/2007	11/14/2010
Allegany Co Sheriff	P12855	Handling Sexual Assault Victims	Inservice	2.00	11/30/2007	11/30/2010
Annapolis Police	P12817	Supervisor's In-Service	Inservice	26.00	11/13/2007	11/13/2010
Anne Arundel County Police	P12804	Field Training (Basic) School	Inservice	21.00	10/26/2007	10/26/2010
Baltimore County Police Training Acad.	P12560	Baltimore County Police Academy	Entry Level	1120.00	11/27/2007	11/27/2008
Baltimore County Police	P12793	Lieutenants' In-Service Training	Inservice	20.50	10/24/2007	10/24/2010
Baltimore County Police	P12794	Sergeants', Corporals' and Officers' In-Service Training	Inservice	20.00	10/24/2007	10/24/2010
Bel Air Police	P12894	Law Enforcement Stress Management	Inservice	6.00	12/19/2007	12/19/2010
Berlin Police	P12816	Secondary Trauma Center	Inservice	12.50	11/13/2007	11/13/2010
Cecil County Sheriff	P12897	CDS Awareness/Identification	Inservice	2.00	12/19/2007	12/19/2010
Cecil County Sheriff	P12898	Court Room Testimony	Inservice	2.00	12/19/2007	12/19/2010
Cecil County Sheriff	P12896	Crime Scene Evidence	Inservice	4.00	12/19/2007	12/19/2010
Cecil County Sheriff	P12869	Domestic Violence and Firearms	Inservice	2.00	12/06/2007	12/06/2010
Cecil County Sheriff	P12882	Report Writing	Inservice	4.00	12/17/2007	12/17/2010
Cecil County Sheriff	P12879	Stop Stick Training	Inservice	2.00	12/06/2007	12/06/2010
Cumberland Police	P12857	Intro to Computer Investigations	Inservice	7.00	11/30/2007	11/30/2010
Cumberland Police	P12808	Sex Crime Inv. Domestic Violence	Inservice	2.00	11/01/2007	11/01/2010
Eastern Shore Criminal Justice Academy	P12807	Child Sexual Abuse: Identification and Investigation	Inservice	21.00	10/30/2007	10/30/2010
Eastern Shore Criminal Justice Academy	P13476	ESCJA Comparative Compliance I & IV	Entry Level	219.00	11/20/2007	11/20/2008
Eastern Shore Criminal Justice Academy	P13477	ESCJA Comparative Compliance II	Entry Level	40.00	11/20/2007	11/20/2008
Eastern Shore Criminal Justice Academy	P13475	ESCJA Comparative Compliance V	Entry Level	37.00	11/20/2007	11/20/2008
Eastern Shore Criminal Justice Academy	P13474	ESCJA Police Entrance Level Training	Entry Level	941.00	11/20/2007	11/20/2008
Eastern Shore Criminal Justice Academy	P12561	First Line Supervisor Training Program	Supervisor	70.00	11/27/2007	11/27/2010
Eastern Shore Criminal Justice Academy	P12814	Gang Prosecution Techniques	Inservice	24.00	11/08/2007	11/08/2010
Eastern Shore Criminal Justice Academy	P12877	Street Survival for Female Law Enforcement Officer	Inservice	21.00	12/13/2007	12/13/2010
Elkton Police	P12872	LIDAR Speed Measurement Instructor Course	Inservice	16.00	12/13/2007	12/13/2010
Fairmont Heights Police	P12853	General In-Service	Inservice	22.00	11/30/2007	11/30/2010
Fairmont Heights Police	P12852	Low Light Tactics	Inservice	7.00	11/30/2007	11/30/2010
Frederick City Police	P12788	2007 Period 4 General In-Service	Inservice	9.25	10/23/2007	10/23/2010
Frederick County Sheriff	P16115	Cultural Diversity	Inservice	3.50	11/29/2007	11/29/2010
Frederick County Sheriff	P12849	Principles of Investigation	Inservice	2.50	11/27/2007	11/27/2010
Frederick County Sheriff	P12850	Spanish Phrases for LE	Inservice	3.00	11/27/2007	11/27/2010
Gaithersburg Police	P12809	Annual In-Service	Inservice	17.00	11/01/2007	11/01/2010
Garrett County Sheriff	P12847	GCSO Pursuit Policy	Inservice	2.00	11/27/2007	11/27/2010
Greenbelt Police	P12810	How to Conduct Background Investigations	Inservice	2.00	11/02/2007	11/02/2010
Harford County Sheriff	P12848	LEOBR/Staff Level Investigations	Inservice	16.00	11/27/2007	11/27/2010
Havre de Grace Police Department	P13255	Ann Qual Off Duty Handgun 5 Shot Revolver	Firearms	0.00	10/26/2007	10/26/2010
Havre de Grace Police Department	P13254	Ann Qual Off Duty Handgun 6 Shot Revolver	Firearms	0.00	10/26/2007	10/26/2010
Havre de Grace Police Department	P13253	Ann Qual Off Duty Handgun S/A Pistol	Firearms	0.00	10/26/2007	10/26/2010
Havre de Grace Police Department	P13252	Ann Qual on Duty Reduced Light Handgun	Firearms	0.00	10/26/2007	10/26/2010
Havre de Grace Police Department	P13250	Ann. Qual on Duty Handgun Day	Firearms	0.00	10/26/2007	10/26/2010
Havre de Grace Police Department	P13251	Firearms Classroom	Inservice	2.00	10/26/2007	10/26/2010
Howard County Police	P12884	2008 One-Day In-Service Program	Inservice	10.00	12/17/2007	12/17/2010
Howard County Police	P12886	Core Conditioning Concepts	Inservice	2.00	12/17/2007	12/17/2010
Howard County Police	P12887	Detecting Secret Compartments	Inservice	2.00	12/17/2007	12/17/2010
Howard County Police	P12563	Experienced Officers Lateral Class	Inservice	105.00	11/30/2007	11/30/2010
Howard County Police	P12885	Grapple	Inservice	3.00	12/17/2007	12/17/2010
Howard County Police	P12888	Incident Response to Terrorist Bombings	Inservice	2.00	12/17/2007	12/17/2010
Howard County Police	P12889	Including Video in Your Power Point	Inservice	3.00	12/17/2007	12/17/2010
Howard County Police	P12890	Limited English Proficiency	Inservice	2.00	12/17/2007	12/17/2010
Howard County Police	P12891	MS Power Point Presentations-The Basics	Inservice	3.00	12/17/2007	12/17/2010
Howard County Police	P12892	Retirement Information Seminar	Inservice	2.00	12/17/2007	12/17/2010
Howard County Police	P12893	Sex Offender Registration	Inservice	2.00	12/17/2007	12/17/2010
Howard County Sheriff	P12871	Sex Crimes	Inservice	2.00	12/06/2007	12/06/2010
Maryland Comptroller Field Enforcement	P12881	Sexual Assault/Handling Rape Victims	Inservice	1.00	12/17/2007	12/17/2010
Maryland Natural Resources Police	P12895	STOP, DETAIN, ARREST!!	Inservice	3.00	12/19/2007	12/19/2010
Maryland State Forest & Park Service	P12902	CPR Renewal 2005 Standards	Inservice	4.00	12/20/2007	12/20/2010
Maryland State Forest & Park Service	P12901	First Responder Con. Ed.	Inservice	4.00	12/20/2007	12/20/2010
Maryland State Forest & Park Service	P12900	Intro to Spanish Culture and Language	Inservice	3.00	12/20/2007	12/20/2010
Maryland State Forest & Park Service	P12899	Sexual Harrassment-What Is It?	Inservice	2.00	12/20/2007	12/20/2010
Maryland State Forest & Park Service	P12903	Voluntary Compliance	Inservice	4.00	12/20/2007	12/20/2010
Maryland State Police	P12822	Bloodborne Pathogens Training	Inservice	1.00	11/14/2007	11/14/2010
Maryland State Police	P12826	Master Motor Officer Instructor	Inservice	80.00	11/14/2007	11/14/2010
Maryland State Police	P12827	Master Motor Officer Instructor Re-Certification	Inservice	40.00	11/14/2007	11/14/2010

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AGENCY	PROG. APPR#		TYPE	HOURS	APPROVED	EXPIRES
Maryland State Police	P12828	Motor Officer Certification	Inservice	80.00	11/14/2007	11/14/2010
Maryland State Police	P12830	Motor Officer Instructor	Inservice	120.00	11/14/2007	11/14/2010
Maryland State Police	P12831	Motor Officer Instructor Re-Certification	Inservice	32.00	11/14/2007	11/14/2010
Maryland State Police	P12829	Motor Officer Re-Certification	Inservice	8.00	11/14/2007	11/14/2010
Maryland State Police	P12825	Motor Officer Sidecar Certification	Inservice	28.00	11/14/2007	11/14/2010
Maryland State Police	P12824	Motor Officer Sidecar Re-Certification	Inservice	8.00	11/14/2007	11/14/2010
Maryland State Police	P12821	Responding to Rape and Sexual Offenses	Inservice	1.00	11/14/2007	11/14/2010
McDaniel College	P12880	Police Power/Community Perceptions	Inservice	3.00	12/14/2007	12/14/2010
MNCPP - Prince George's County Division	P12851	Police Mountain Bicycle Training	Inservice	40.00	11/28/2007	11/28/2010
Montgomery County Police	P12863	Basic FTO School	Inservice	25.50	12/05/2007	12/05/2010
Montgomery County Police	P12858	Elementary Spanish Conversation Level 1	Inservice	40.00	12/05/2007	12/05/2010
Montgomery County Police	P12840	In-Service Day #1 (2008)	Inservice	9.00	1/01/2008	12/30/2008
Montgomery County Police	P12841	In-Service Day #2 (2008)	Inservice	4.00	1/01/2008	12/30/2008
Montgomery County Police	P12811	In-Service Fundamentals	Inservice	9.00	11/05/2007	11/05/2008
Montgomery County Police	P12839	In-Service Online Training (2008)	Inservice	5.00	1/01/2008	12/30/2008
Montgomery County Police	P12859	Spanish Conversation Intermediate Level	Inservice	40.00	12/05/2007	12/05/2010
Morgan State University Police	P12815	In-Service 2007	Inservice	18.00	11/13/2007	11/13/2010
Ocean City Police	P12800	CN3-NCIC Re-certification	Inservice	4.00	10/25/2007	10/25/2010
Ocean City Police	P12883	Constitutional Issues in Law Enforcement	Inservice	8.00	12/17/2007	12/17/2010
Ocean City Police	P12798	MD3-Mobile Data Recertification	Inservice	4.00	10/25/2007	10/25/2010
Ocean City Police	P12799	MD3-Mobile Data Recertification	Inservice	4.00	10/25/2007	10/25/2010
Prince George's Co. Comm. Policing Inst.	P12562	Prince George's County Police Academy	Entry Level	1178.00	11/30/2007	11/30/2008
Prince George's County Police	P12878	EVOC Instructor School	Inservice	80.00	12/10/2007	12/10/2010
Prince George's County Public Schools	P12806	In-Service Training	Inservice	4.00	10/30/2007	10/30/2010
Prince George's County Public Schools	P12819	In-Service Training	Inservice	4.00	11/14/2007	11/14/2010
Prince George's County Sheriff	P12875	A.L.E.R.T. "VIGILANCE": Patrolling in the New Era	Inservice	1.00	12/13/2007	12/13/2010
Prince George's County Sheriff	P12874	A.W.A.R.E. "Off-Duty, Survival, & Preparedness Training	Inservice	2.00	12/13/2007	12/13/2010
Prince George's County Sheriff	P12873	CLAN LABS "Clandestine and Methamphetamine Lab Awareness	Inservice	3.00	12/13/2007	12/13/2010
Prince George's County Sheriff	P12876	Personal Protection Equipment (P.P.E.) Donning Pro	Inservice	2.00	12/13/2007	12/13/2010
Rockville Police	P12870	MILES/NCIC/NLETS Training	Inservice	4.00	12/06/2007	12/06/2010
Rockville Police	P12796	Off Duty Encounters	Inservice	1.00	10/25/2007	10/25/2010
Rockville Police	P12795	Officer Safety & Survival Training	Inservice	7.00	10/25/2007	10/25/2010
Saint Michael's Police	P16114	Annual In Service Program	Inservice	20.00	12/10/2007	12/10/2010
Somerset County Sheriff	P12789	Sex Crime Investigations	Inservice	2.00	10/23/2007	10/23/2010
Southern Maryland Criminal Justice Acad.	P12834	CPR/AED Recertification	Inservice	5.00	11/16/2007	11/16/2010
Southern Maryland Criminal Justice Acad.	P12856	Euthanizing Animals	Inservice	1.00	11/30/2007	11/30/2010
Southern Maryland Criminal Justice Acad.	P12832	Handcuffing Review	Inservice	3.00	11/16/2007	11/16/2010
Southern Maryland Criminal Justice Acad.	P12835	Handcuffing/Searches of Persons Review	Inservice	4.00	11/16/2007	11/16/2010
Southern Maryland Criminal Justice Acad.	P12833	OC Spray Review	Inservice	2.00	11/16/2007	11/16/2010
Southern Maryland Criminal Justice Acad.	P12836	Stress Management	Inservice	3.00	11/16/2007	11/16/2010
Southern Maryland Criminal Justice Acad.	P12837	Use of Force Options/Decision Making Review	Inservice	6.00	11/16/2007	11/16/2010
Washington County Sheriff	P12845	Accreditation	Inservice	0.50	11/27/2007	11/27/2010
Washington County Sheriff	P12842	ASP Baton Recertification	Inservice	3.00	11/27/2007	11/27/2010
Washington County Sheriff	P12812	Basic ASP Certification	Inservice	8.00	11/07/2007	11/07/2010
Washington County Sheriff	P12797	Community First Aid and Safety	Inservice	4.00	10/25/2007	10/25/2010
Washington County Sheriff	P12843	Community First Aid and Safety	Inservice	7.00	11/27/2007	11/27/2010
Washington County Sheriff	P12844	Consular Notification/Diplomatic Law	Inservice	0.50	11/27/2007	11/27/2010
Washington County Sheriff	P12846	Crime Prevention	Inservice	1.00	11/27/2007	11/27/2010
Washington County Sheriff	P12861	Defensive Tactics	Inservice	4.00	12/05/2007	12/05/2010
Washington County Sheriff	P12860	Meth Labs	Inservice	1.00	12/05/2007	12/05/2010
Washington County Sheriff	P12805	Weapons of Mass Destruction	Inservice	1.00	10/29/2007	10/29/2010
Westminster Police	P12862	First Responder Recertification	Inservice	16.00	12/05/2007	12/05/2010
Westminster Police	P12818	O.C. Certification	Inservice	3.00	11/13/2007	11/13/2010
Wicomico County Sheriff	P12867	Intro To Access	Inservice	1.00	12/05/2007	12/05/2010
Wicomico County Sheriff	P12865	Intro to Excel	Inservice	1.00	12/05/2007	12/05/2010
Wicomico County Sheriff	P12864	Intro to Powerpoint	Inservice	1.00	12/05/2007	12/05/2010
Wicomico County Sheriff	P12868	Intro to Publisher	Inservice	1.00	12/05/2007	12/05/2010
Wicomico County Sheriff	P12866	Intro to Word	Inservice	1.00	12/05/2007	12/05/2010

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AGENCY	PROG. APPR#		TYPE	HOURS	APPROVED	EXPIRES
Baltimore County Dept. of Corrections	C8652	Basic First Aid	Inservice	4.00	11/06/2007	11/06/2010
Baltimore County Dept. of Corrections	C8651	Lockout/Tagout	Inservice	1.00	11/06/2007	11/06/2010
Cecil County Detention Center	C8676	Dealing with the female offender	Inservice	2.00	12/04/2007	12/04/2010
Cecil County Detention Center	C8674	High Risk Transports	Inservice	2.00	12/04/2007	12/04/2010
Cecil County Detention Center	C8675	Hostage Survival	Inservice	2.00	12/04/2007	12/04/2010
Cecil County Detention Center	C8681	O.C. Spray Recertification	Inservice	2.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8704	Airborne/Bloodborne Pathogens	Inservice	1.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8725	Airborne/Bloodborne/MRSA SLP	Inservice	0.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8712	B-J Reg. I/S Day 1	Inservice	7.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8713	B-J Reg. I/S Day 2	Inservice	7.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8714	B-J Reg. I/S Day 3	Inservice	7.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8719	B-J Reg. Self Learning Packets	Inservice	2.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8698	Chemical Agents	Inservice	1.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8703	CPR	Inservice	2.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8736	CPR	Inservice	4.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8705	Crisis Diffusion	Inservice	1.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8694	Cultural Diversity	Inservice	2.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8730	Decision Making/Critical Thinking	Inservice	2.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8700	Defensive Tactics	Inservice	4.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8715	DPDS I/S Day 1	Inservice	7.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8716	DPDS I/S Day 2	Inservice	7.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8721	DPSCS Reg. Supervisor I/S Day 2	Inservice	7.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8722	DPSCS Reg. Supervisor I/S Day 3	Inservice	7.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8720	DPSCS Reg. Suupervisor I/S Day 1	Inservice	7.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8733	Driver Improvement (SLP)	Inservice	0.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8697	Driver Improvement Program	Inservice	0.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8684	Drug Identification	Inservice	1.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8745	Emergency Plans	Inservice	1.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8729	Emergency Plans/Fire Safety	Inservice	2.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8731	Escort Duty/Equipment Control	Inservice	1.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8728	Ethics and Professionalism	Inservice	1.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8702	First Aid	Inservice	2.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8708	First Aid/CPR/AED (Review) (AHA)	Inservice	4.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8656	Gang Awareness Training	Inservice	3.00	11/08/2007	11/08/2010
DPSCS Professional Development &Training	C8695	Gangs	Inservice	4.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8746	Gangs	Inservice	3.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8737	Gender/Generational Communication	Inservice	2.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8717	Hag. Reg. I/S Day 1	Inservice	7.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8718	Hag. Reg. I/S Day 2	Inservice	7.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8724	Hag. Reg. Self Learning Packets	Inservice	1.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8682	Hostage Survival	Inservice	2.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8693	Inmate Rights	Inservice	1.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8673	Instructor Certification Training	Inservice	49.00	12/04/2007	12/04/2010
DPSCS Professional Development &Training	C8685	Interpersonal Communication Skills	Inservice	1.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8741	Investigative Report Writing	Inservice	1.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8739	Logbook Entries Review	Inservice	0.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8735	MRSA (SLP)	Inservice	0.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8706	MRSA Awareness	Inservice	1.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8661	MS Word for DPP Support Staff	Inservice	10.00	11/15/2007	11/15/2010
DPSCS Professional Development &Training	C8657	OBSCIS 1 - Traffic	Inservice	14.00	11/08/2007	11/08/2010
DPSCS Professional Development &Training	C8726	Officer Survival	Inservice	1.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8658	Outlook 2003	Inservice	5.00	11/14/2007	11/14/2010
DPSCS Professional Development &Training	C8744	PAWS Refresher	Inservice	0.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8740	PEP Process	Inservice	1.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8742	Proofreading Reports	Inservice	1.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8711	Report Writing	Inservice	1.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8709	Report Writing Review	Inservice	1.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8699	Restraints	Inservice	1.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8707	Security Threat Group Awareness	Inservice	3.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8683	Security, Custody and Control	Inservice	2.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8696	Sexual Harassment	Inservice	1.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8734	Sexual Harassment (SLP)	Inservice	0.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8691	Sexual Misconduct	Inservice	2.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8743	SIR's/FIRM Awareness	Inservice	1.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8727	Standards of Conduct	Inservice	1.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8701	Suicide Awareness/I.O.A.	Inservice	1.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8738	Suicide Prevention	Inservice	1.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8723	Suicide Prevention/Inmate Observation Aide	Inservice	1.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8692	Testifying in Court	Inservice	1.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8732	Use of Force Review	Inservice	1.00	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8686	West Reg. I/S Day 1	Inservice	7.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8687	West Reg. I/S Day 2	Inservice	7.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8688	West Reg. I/S Day 3	Inservice	7.50	12/19/2007	12/19/2010

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DPSCS Professional Development &Training	C8689	West Reg. I/S Day 4	Inservice	7.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8690	West Reg. I/S Day 5	Inservice	7.50	12/19/2007	12/19/2010
DPSCS Professional Development &Training	C8710	West Reg. I/S Supplemental Day 3	Inservice	7.50	12/19/2007	12/19/2010
Kent County Detention Center	C8644	In Service Session #2.07	Inservice	6.00	10/23/2007	10/23/2010
Kent County Detention Center	C8645	In Service Session #3.07	Inservice	6.00	10/23/2007	10/23/2010
Maryland Dept of Public Safety Corr Svcs	C8678	Duly Authorized Inspector Training	Inservice	7.00	12/18/2007	12/18/2010
Maryland Dept. of Juvenile Services	C8680	Strategic Planning: The S.M.A.R.T. Model	Inservice	2.00	12/19/2007	12/19/2010
Maryland Dept. of Juvenile Services	C8671	DJS ELT Juvenile Counselors/CMS	Entry Level	208.00	11/30/2007	11/30/2008
Maryland Dept. of Juvenile Services	C8672	DJS ELT Youth Supervisor/Resident Advisor Program	Entry Level	224.00	11/30/2007	11/30/2008
Maryland Dept. of Juvenile Services	C8650	Enhancing Your Ability to Work with the Latin Amer	Inservice	4.50	11/01/2007	11/01/2010
Maryland Dept. of Juvenile Services	C8670	Interviewing and Interacting with Youth Effectively	Inservice	6.50	11/30/2007	11/30/2010
Maryland Dept. of Juvenile Services	C8679	Response Ability Pathways	Inservice	22.50	12/19/2007	12/19/2010
Maryland Division of Parole & Probation	C8648	Caseload Management-Supervisory Tips	Inservice	3.00	10/26/2007	10/26/2010
Maryland Division of Parole & Probation	C8649	Conflict Resolution: Getting Along in the Workplace	Inservice	6.00	10/26/2007	10/26/2010
Montgomery County Detention Center	C8668	AHA Heartsaver First Aid	Inservice	4.00	11/30/2007	11/30/2010
Montgomery County Detention Center	C8653	Defensive Tactics	Inservice	8.00	11/06/2007	11/06/2010
Montgomery County Detention Center	C8646	Security Basics	Inservice	4.00	10/24/2007	10/24/2010
Montgomery County Detention Center	C8669	Spontaneous Knife Defense	Inservice	8.00	11/30/2007	11/30/2010
Prince George's County Detention Center	C8664	Prince George's Co. Correctional Academy CO	Entry Level	412.00	11/20/2007	11/20/2008
Prince George's County Detention Center	C8665	Prince George's Co. Correctional Academy ISS	Entry Level	223.00	11/20/2007	11/20/2008
Prince George's County Detention Center	C8667	Sergeants Training	Inservice	24.00	12/17/2007	12/17/2010
Somerset County Detention Center	C8654	Detention Center CAD System	Inservice	4.00	11/07/2007	11/07/2010
Southern Maryland Criminal Justice Acad.	C8655	Vehicle Inspection and Operations for Corrections	Inservice	8.00	11/07/2007	11/07/2010
Western Correctional Training Academy	C8659	Western Correctional Training Academy	Entry Level	0.00	11/13/2007	11/13/2008
Western Correctional Training Academy	C8660	Western Correctional Training Academy - ISS	Entry Level	0.00	11/13/2007	11/13/2008
Wicomico County Detention Center	C8647	Maintenance of County Vehicles	Inservice	3.00	10/26/2007	10/26/2010